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ABSTRACT

A survey of 7,500 older women living within commuting distance of Northwestern University was conducted to find possible candidates for a baccalaureate degree who had thought about returning to school. Women who belonged to volunteer organizations were sent a questionnaire asking about their educational achievements, future plans, and perceptions of Northwestern University. Of the 329 respondents who were interested in completing the undergraduate degree, 72 percent wanted to complete their education at Northwestern University but felt they could not do so because the university did not allow part-time study. Regardless of their own age, most respondents insisted upon the opportunity to take part-time classes under unit tuition and/or financial aid programs rather than give up their commitments as wives, mothers, and community volunteers. Data were also gathered on transfer student potential, barriers for returning, need for returning students programs, and interest in second baccalaureate and graduate degrees among the respondents surveyed. Qualitative survey findings revealed that older women were angry and frustrated that Northwestern University had not made them feel welcome with flexible scheduling and part-time classes in a returning students program for older students. Appendices include a list of volunteer organizations surveyed and detailed questionnaire findings and materials. (DC)

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A SURVEY OF OLDER WOMEN AS CANDIDATES FOR RE-ENTRY AT NORTHWESTERN UNIVERSITY

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My special thanks go to the fifty organization presidents who provided the names we needed and to 873 North Shore area women who cared enough to answer the "Returning to College" questionnaire.

SUMMARY

Purpose: To survey mature North Shore women to find those without a baccalaureate degree who have thought about returning to school; to measure their interest in doing so; to find what prevents their return; to learn their attitudes about Northwestern University.

Summary of findings: There are mature North Shore women who would like to enroll at Northwestern for a baccalaureate degree. They require the availability of part-time study but since they do not think this is available at Northwestern, many do not now feel welcome. They have high regard for Northwestern's educational excellence but are angry they have been excluded.

Conclusions: Northwestern could attract these women by expressing a welcoming attitude and by implementing such policy changes as allowing part-time study and offering unit tuition and/or financial aid. This report presents information about this substantial new candidate pool and discusses ways in which their application could be encouraged.

INTRODUCTION

This study was based on the conviction that there are many qualified older North Shore women who would like to pursue a baccalaureate degree at Northwestern University. Aware that relatively few such women have sought admission, the Program on Women, supported in its effort by the Undergraduate Admissions Office, has attempted to document the existence of prospective re-entry students and to learn about the barriers which impede their return.

The research, funded by a Hummel Foundation grant awarded to the Program on Women, was conducted among women who belong to volunteer organizations. A questionnaire asking about their educational achievements, future plans, and perceptions of Northwestern was mailed to 7500 women whose names were made available by their organizations. This report, part of a three-part study conceived by the Program on Women to elucidate problems facing re-entry women at an elite university, presents the findings gathered through this survey research.

This report is presented in four sections: Part I, Methodology, explains why and how the women were reached through their organizations; Part II, Quantitative Survey Findings, tells what answers women gave to questions about their individual educational backgrounds and their interest in further study; Part III, Qualitative Survey Findings, details those responses offered as "Additional Comments" in the closing section of the questionnaire; Part IV, Conclusions and Recommendations, offers suggestions as to what the University can do.

PROFILE

A profile of the 873 women who returned the questionnaire reveals:

- 80 per cent live within commuting distance of Northwestern.
- They range in age between 23 and 81 years.
- 80 percent are married.
- 52 per cent have at least a baccalaureate degree.
- 329 do not have a baccalaureate degree but have thought about getting one.

Of those 329 respondents who are interested in getting an undergraduate degree:

- 72 per cent have thought about getting it at Northwestern.
- 78 per cent live within commuting distance of Northwestern.
- 51 per cent are between 24 and 44 years of age.
- 82 per cent are married.
- 86 per cent have had one year or more of college.
- 89 per cent require part-time study.

Respondents support the Program on Women's contention that a number of older North Shore women who earlier did not begin or did not finish an undergraduate degree would like to enroll at Northwestern University. They have not done so because they think they are not welcome. This perception is rooted in their belief that the University does not allow part-time study. Regardless of their own age, most respondents insist upon the opportunity to go to school as part-time students; they do not want to give up commitments made as wives, mothers, and community volunteers. They want to be able to go to Northwestern because they value its reputation and, living where they do, prize its

convenience. Because they have been away from the classroom, many women want the opportunity to test themselves in an academic setting before they commit to a degrec program. While they do not see their own age as a reason not to go to school, they want to find other mature students when they get there. And, because they know a Northwestern education is expensive, many have doubts about being able to afford it. As a group these women are knowledgeable about continuing education programs elsewhere but many would prefer to go to Northwestern.

HISTORICAL BACKGROUND

In May, 1971, the Faculty Planning Committee issued a report, "On Broadening The University Community," in which it urged the creation of a more diverse student body. Advocating the desirability of part-time students, the report called for the development of a Program for Returning Students to appeal primarily to women living in the area who had not completed a baccalaureate degree but who had earlier demonstrated "abilities and achievements roughly equivalent to those of Northwestern students."

In 1972, Northwestern University reversed its long-standing tradition of admitting into its degree-granting daytime programs only qualified 18-24 year olds seeking full-time study. The Univeraity agreed (1) to admit students older than 25 who could provide one year of acceptable college work as transfer students and (2) to allow part-time study. This significant policy change would benefit, among others, those older North Shore women seeking to resume college educations.

Two years later, the Report of the Committee on the Program on Women expressed surprise that the University had even planned a "Program for Returning Students" and observed that women returning to school were going to area institutions which had made considerable efforts to encourage their presence.

Thus, while two internal reports prepared early in this decade have spoken of the North Shore matron as a potential re-entry student, her failure to apply for admission is being interpreted as evidence she is not interested in becoming a serious student. Such a conclusion ignores an inescapable reality: the University has never told the North Shore woman she is welcome on its campus.

In May, 1979, a marketing evaluation and plan entitled, "Attracting a New Market to Northwestern's Undergraduate Programs: Older Women Living on the North Shore," was presented to William I. Ihlanfeldt, Vice-President for Institutional Relations at the University. This report, prepared by Professor Karen F. A. Fox, for the Program on Women, concluded:

1. A substantial number of academically able women in the North Shore area have not completed a baccalaureate degree.
2. Many of these women could be attracted to college study to the benefit of the University.
3. Northwestern is perceived by these women as being uninterested in this potential market.
4. Northwestern must re-examine existing policies and

consider numerous short and long-term approaches to attract applications and to facilitate admission of older women as undergraduate students.

The Fox report reviewed Northwestern's efforts to attract older students and estimated the size of the potential candidate pool. The study presented here goes one step further, surveying women likely to be in this pool. Both reports yield the same conclusion: a market of academically able and interested older women exists in the North Shore area.

METHODOLOGY

Few older women are enrolled in the undergraduate schools at Northwestern University. Apparently feeling unwelcome here, older women seeking undergraduate degrees have enrolled elsewhere or not at all. Admissions officers, accustomed to using a college counseling network to find promising high school applicants and lacking institutionalized access to older candidates, have relied upon re-entry prospects to identify themselves. The North Shore matron's failure to apply in numbers at Northwestern has been taken as evidence that she has no interest in becoming a serious student. While undergraduate recruiters say their greatest problem with older women is in finding them, it is possible recruiters have not known where to look.

One way to locate the members of a specific group is to look for them where they congregate. Many suburban women join service clubs, special interest groups, alumnae assocations, and community organizations as volunteers. Today, the more progressive of these organizations, seeking to respond to their members' needs, encourage women to use their volunteer hours to develop skills and interests which can be translated into qualifications for paid careers. These women often find further education a necessary step in the transition between

volunteer and professional work. Thus, potential re-entry women can be found through their organizations and are there to be identified just when they may be considering returning to school.

A list of fifty such organizations on the North Shore was compiled from personal acquaintance, suburban chambers of commerce directories, and the organization file at the Evanston Public Library. These groups were either local chapters of national associations or Chicago and suburban-based clubs. In each case, an individual name was sought from whom to gather the needed information; only a few groups maintain office phone numbers: most must be contacted through an individual member.

Two questionnaires were concurrently devised. The first, to be given a club officer in a telephone interview, was designed to elicit standard information about the particular organization; the second, a written survey intended for individual members, was formulated to gain information about their own educational backgrounds. Introducing the written questionnaire (the major data-gathering device) as the reason for contacting the organization in the telephone interview, the interviewer explained that her primary objective was to gain permission for a one-time-only use of the organization's membership list. Names gathered in this way would receive the written questionnaire.

When it was discovered that club presidents could not authorize such use, the membership list appeal was instead stated in a letter from the Program on Women director who asked the organization president to take the request to her board of directors. A rough draft of the questionnaire and a copy of the cover letter intended for individual members were enclosed in the director's letter.

The success of this first part of the research effort relied heavily on winning the interest of the club president who would represent the request before the board. Although most presidents were favorably disposed over the telephone, several pointed to club by-laws which forbid outside use of the membership list, a deep concern for members' privacy, or unwillingness to set a precedent. Those who showed a lack of interest usually claimed that in their club, "everyone" had a college degree. The interviewer countered that since having a college degree was not a pre-requisite for membership, one could not be certain that all members are college graduates.

All fifty organizations contacted, including two who have an affiliation with Northwestern, answered the questions posed in the telephone interview. Of those who agreed to cooperate in sending out the questionnaire, eight supplied their lists and eight mailed the questionnaires themselves, at the Program on Women's expense. The Alumnae of Northwestern, who authorized use of the mailing list they use to announce their Continuing Education programs rather than their club membership list, University Circle, whose members are Northwestern faculty, staff, and spouses, and the Office of Alumni

Relations, which provided names of women living in the Chicago area from the classes of 1952-1972 who did not earn degrees, all supplied names with a previous Northwestern connection. In all, questionnaires were distributed to 7,500 women, of whom 2,550 had an earlier tie with the University. Acknowledging in both the cover letter and the questionnaire that the recipient would probably have a bachelor's degree, the directions invited such recipients to skip over those questions which did not apply to her. All recipients were asked to say whether or not they had an undergraduate degree, whether they contemplated further education, and whether they wished information about the Northwestern University Program on Women and re-entry opportunities. They were also asked to return the completed, stamped questionnaire within ten days of receipt.

More than ten per cent of the questionnaires were returned within the stated time. This response suggests that there <u>is</u> interest in re-entry opportunities at Northwestern among middle-aged North Shore women. Furthermore, a network for reaching such women has now been established. The organizations contacted for this project are listed later in this report. Entries include contact persons, a description of the organization derived from the telephone questionnaire, and an assessment of the group's potential value as a recruiting source. The Program on Women is willing to update this list regularly, for organization leadership changes frequently. While the list is not exhaustive, it represents the first major step toward developing one that is. Such a list should prove useful to undergraduate recruiters.

QUANTITATIVE SURVEY FINDINGS

A majority of the women who answered the "Returning to College" questionnaire are married homemakers who live in a North Shore suburb and have a baccalaureate degree. This report focuses on the forty-three per cent who do not have that degree, but who want it.

The Potential Market

Of the 368 women without a degree, 89 per cent (329 women) have thought about going back to school to get one. Seven out of ten have thought about getting it at Northwestern, a school they value for its reputation and convenience.

Those women who are not college graduates say that scheduling is the main reason they have not yet returned: they are unable or unwilling to be full-time students.

While those who contemplate returning to school favor campuses where there is a "Returning Students Program" because they do not want to be the only "older woman" in an undergraduate program, they do not see their own age as an important reason for not going back to school. Nor do they stop thinking about returning once they reach their forty-fifth birthday.

Three-fourths of the women without degrees want to be allowed to take a course without first having to enroll as degree candidates even though their ultimate goal is to work for a degree. They see this as a way to test their ability to cope with school work while maintaining their responsibilities to home and family. They do not want to make a serious commitment without first knowing they can

keep it. These are women who want to succeed.

Eighty-two per cent of the respondents without degrees are married and fifty per cent remain at home. While forty-three per cent list an occupation, there is no way to know whether that describes what they were trained to be, what they did earlier, or what they do now. Although the number of women employed full time is unknown, twelve per cent of the respondents work part-time.

While this questionnaire was designed to elicit information from those without undergraduate degrees, it was sent to 7,500 women who were likely to be college graduates. Of the 873 respondents from that 7,500 member pool, fifty-two per cent have a least a bachelor's degree. Although the letter introducing the questionnaire suggested degree-holders might like to pass along the survey to non-degreed friends, the questionnaire itself invited degreed recipients to answer questions relevant to them. That 505 such women completed the questionnaire suggests that interest in education (and the relation of the community to the University) is greater than anticipated. In fact, the questionnaire seems to have struck a nerve as shown not only by the size of the response but by the additional comments offered by nineteen per cent of all respondents. North Shore women apparently have their own educations very much in mind.

Northwestern Students

Twenty-two per cent of the women without degrees who have thought about returning are former Northwestern students, who, to be re-admitted,

need only to have left in good standing and to re-register These seventy-two women are, of course, the only group of respondents whose qualifications and personal ability can be assumed as they have already been through the screening process at Northwestern.

Transfer Student Potential

Of those women who specified how many years of college they had completed, only fourteen per cent reported less than one year of post-secondary education. Present admissions practice would have these women complete one year of acceptable college work elsewhere before seeking admission to Northwestern as transfer students, the only entry level currently available to returning students.

However, twenty-one per cent of those women indicating how many years of college they have completed have finished one year; thirty-four per cent have finished two. Therefore, 167 women are potential transfer students. Their number is increased when the thirty-one per cent (93 women) are added who completed more than two years. Although credits presented by any of these women may not all be accepted, each segment may contain women eligible to work toward a Northwestern degree. Those who qualify as Special Students might be encouraged to attend if restrictions governing that category were eased.

Reasons For Their Interest

Eighty-six per cent of all respondents who have considered returning to school said personal desire motivates their desire for a degree. While sixty-five per cent of those women who answered the

question said lack of a degree had not kept them from doing what they wanted to do, 108 women said that it had. Of this latter group, twenty-seven per cent explained that they had been held back either from entering a particular career field or from progressing within it.

Forty per cent of the respondents said preparation for an advanced degree is an important reason for their desire to return to school. Since undergraduates do not always know their future plans, the number of older women in this category who, once enrolled, might decide to go to graduate school could increase.

Barriers to Returning

All respondents were asked to rate a list of factors on the importance each has had in keeping them from returning to school. They are: qualifications, finances, scheduling, commuting, children too young, family approval, concern about personal ability, your age, difficulty in arranging child care, and other (please specify).

Scheduling. Those women without degrees who answered weighted scheduling as most important. Seventy-seven per cent said they considered it a very important or somewhat important reason preventing their return. When asked later if their ability to return to school is contingent upon the availability of part-time study, an even greater majority--eighty-nine per cent--said yes.

Finances. Financial concerns are the next most worrisome factor ranked by respondents. Slightly more than half who responded (fifty-five per cent) described college costs as an important reason keeping

them away. Their need for financial aid appears to approximate the need reported by Northwestern's current undergraduate population.

Both scheduling and financial factors are barriers to enrollment which can be eased by revision of university policies more easily than by the respondents. Other obstacles to re-entry are those reflecting the women's life-cycle responsibilities. While Northwestern might offer help in overcoming such stumbling blocks, respondents themselves have to make whatever adjustments they can.

Young Children. Forty-eight per cent of those without a baccalaureate degree who replied to the question said having young children kept them from returning. One third who answered a related question said difficulty in arranging child care had been important in preventing their return. These twin responses raise the question of whether the University might offer child care facilities. Women with children younger than five years--there are fifty-eight--would probably have the greatest need for such a service. Mothers of elementary school children--ninety-eight--feel the need to be at home when their children are not in school. Their concern could probably be eased if classes they took met only in the hours the children are in school or met for longer but fewer sessions during the week.

Age. Only one third of the respondents view their own age as an important reason for not returning to school. While the largest single group of women in this 329-member respondent population is between thirty-five and fifty-nine years (nineteen per cent), the women are dispersed evenly among the age groups between thirty and forty-nine years.

Twelve per cent are in each age category: thirty to thirty-four, forty to forty-four, and forty-five to forty-nine. Surprisingly, twelve per cent are between fifty-five and fifty-nine. Most important for the admissions office, perhaps, is that fifty-one per cent of the 329 women without degrees who have considered returning are in the age group targeted for re-entry candidates: twenty-four to forty-four. The women themselves, however, see re-entry as a real possibility until ten years beyond that. The fifty-year olds are as likely to consider re-entry as are the younger age groups.

Qualifications and Personal Ability. Just as a majority of respondents do not rule themselves out as prospective re-entry students on the basis of age, so most have only minor concerns about their qualifications (earlier academic track record) and ability to handle the work (current potential). Sixty-eight per cent said their qualifications have not been an important factor in preventing their enrollment; fifty-seven per cent do not worry about personal ability. These women apparently view themselves as prospective candidates worthy of admission, reflecting, at least in part, that seventy-two were once Northwestern students.

Commuting. Commuting, about which forty-two per cent express some concern, seems to parallel rather closely where they live. Since sixty-three per cent live in Evanston, Glencoe, Glenview, Highland Park, Kenilworth, Northbrook, Northfield, Skokie, Wilmette, and Winnetka, it is reasonable to assume that those who do not consider commuting a problem live closer to Northwestern than those who do. Evanston residents make up seventeen per cent of all non-degree respondents.

Family Approval. Of least concern to all these women is family approval. Eighty-six per cent do not regard this as an important factor in keeping them from returning.

Not Barriers for All. The ten factors reported as barriers to their return are not barriers for everyone. It should be noted, for example, that forty-seven respondents said scheduling offered no obstacle to their return. These women could be the nucleus of a candidate pool able to handle full-time study immediately. And, while a majority of women are concerned about tuition costs, forty-five per cent (160 women) are not. Further, fifty-three per cent of those women who responded to whether having children who are too young has kept them away said it has not. These 147 women probably reflect the presence of older women in the survey. While one third of the respondents are at least uncertain if they are qualified and forty-four per cent are anxious about their personal ability, it is well to remember that research conducted among presently enrolled re-entry students suggests anxiety is a common condition, perhaps based upon the high expectations returning women hold for themselves.

Discouragement From Northwestern

Of the 319 who answered the question, seventy-one per cent have thought specifically about applying to or returning to Northwestern. Fifty-nine women have inquired of the University what procedures to follow. Of the forty-six women who explained the answers they received, twenty-eight said they had encountered discouragement. One fourth of those seventy-six women who said they had thought about applying but

had made no inquiry explained they did not do so because Northwestern is too expensive. Of the sixty-six per cent who said they would choose Northwestern over another college or university, thirty-two per cent cited its reputation and excellence while twenty-nine per cent cited its convenience. Eight women, angry about what they consider discriminatory policy, said they would not consider Northwestern at all. Thirteen per cent said their choice of school would be based first upon what courses of study are offered.

Need For Returning Students Program

Fifty per cent of the women without degrees who answered the question said their choice of a college or university is influenced by the presence of a Returning Students Program. While they do not see their own age as a barrier, they do not want to be the only older woman on campus. They regard a Returning Students Program as proof that there will be other students whose interests and concerns are similar to theirs and as evidence that the institution offers them part-time study, counseling, flexible scheduling, and general support. In fact, a Program for Returning Students, as perceived by these respondents, serves their personal needs even more than their practical ones as it communicates the University's positive attitude toward a particular group of students who value encouragement.

Interest in Second Bachelor's or Graduate Degree

Among all respondents, eighty-six reported an interest in pursuing a second bachelor's degree and 258 (sixty-two per cent) said they might

want to undertake a graduate degree. Sixty-two per cent of women without degrees said that they wanted to attend a meeting with other women interested in returning to school. In all, 598 women requested that their names be added to the Program on Women mailing list so as to be kept informed of campus activities.

Respondents have made their message loud and clear: many want to go back to school and a significant number want that school to be Northwestern.

QUALITATIVE SURVEY FINDINGS

The theme for this report is stated in the letter which introduced a mailed questionnaire to 7,500 recipients: "If you think women older than twenty-five who can meet Northwestern University standards should be encouraged to apply, here's your chance to say so."

Of the 873 women who answered this invitation, nineteen per cent offered comments in space provided for that purpose. Their remarks reveal an audience concerned about admissions policy at Northwestern University. Most often they wrote to support greater access for older women. Concurring with the sixty-seven-year-old Evanston homemaker who resumed her undergraduate studies at thirty-eight and said, "I firmly believe women over twenty-five should be encouraged to return to college if they so desire," others specified further that a welcoming policy should be extended as well to women returning to graduate school.

Although one woman's opinion that "...all universities should do everything that they can do to help women do well whatever they are going to do or must do," was shared by a handful of respondents, most directed their remarks particularly to Northwestern. They explained their support by advocating education for its own sake, as a step toward improving career opportunities, and as a necessary part of on-going self-development. And, whether they themselves sought to return to school or not, they wanted others to be able

to do so.

Personal Satisfaction

"If I were to return to school it probably would be to seek a 'general education,' not training for a career," explained a forty-nine-year-old Evanston housewife.

"I do think women should be encouraged to return to school to pursue a career or just to enjoy the courses," said a 1919 Northwestern graduate.

Greater Opportunities

Those who view education as the pathway to greater opportunities spoke of women's changing roles and longer life expectancy.

A twenty-eight-year-old business executive who has an M.A. said, "I think education is the single most important factor in increasing opportunities realized by women in any field. A program allowing women to gain that education is essential to equal business opportunities."

"In today's world certainly a professional career for women is desirable, and in many cases necessary," said a sixty-five-year-old part-time music teacher. "I have not needed my B.A. but for those who need either that or more a green light is in order."

One respondent, a marketing engineer, pointed to the remedial function education serves ". . . particularly in fields which have recently opened themselves to women such as business and engineering."

Self-Development

Commenting that today's woman can expect greater longevity than women before her, a free-lance writer said, "Women are today almost condemned to forty years of rather aimless, meaningless ways of spending precious time."

A fifty-two-year-old homemaker put the same idea more positively. ". . . People are living longer--are thinking in terms of two or three careers in a single lifetime (housewifery is one of those careers) and definitely want to have active minds until death."

Education should be one option available for "women attempting change," said a twenty-eight-year-old woman who works in her family's company.

Community Resource

While several respondents explained they personally already had degrees or else had no desire to get one, they wanted the opportunity available to women who did.

". . . I welcome the opportunity for those who wish it," said a Glencoe 'civic volunteer.'"

"Although I personally do not need any further college except seminars, etc., I encourage this program and hope it gets support,"

echoed a thirty-two-year-old management consultant.

A young mother who asked to be kept informed of any admission policy change said, "It's nice to know Northwestern is reaching out to women in the community. I hope you get a tremendous response."

Too Late

Others who offered support noted they were too old to reap any benefits.

"If I were not a Senior Citizen I would certainly love to return," said a former Northwestern student.

"It's a great idea, but too late for me," said another.

"I wanted to get an M. A. but Northwestern would not accept me as a candidate--I was over forty-five. I am now seventy-six so this is all moot. However, I'm all for having Northwestern relax its age and women admissions."

One elderly widow, looking backward as well as forward, said, "I would have welcomed information about the possibilities of returning to school had there been this encouragement much earlier. Now I would appreciate any future information in order to keep any of my granddaughters informed who might become interested."

Perhaps the most poignant of all such comments came from an arthritic homemaker, "For the past fifteen years I have wished to attend college again for my own personal satisfaction and education. Ill health now makes that desire unattainable."

Status Quo

A Glencoe woman who graduated from Northwestern said she thought the University is correct in "not seeking out older women," but she added, "women should be welcomed by the University when those who are purposeful enough initiate application."

Only one woman disagreed that Northwestern should welcome older women. "I believe that Northwestern should offer undergraduate courses to women over twenty-five only if they are accepting most of the students who want to go there who are eighteen. I really feel my children, when they reach college age, should have priority for a good college degree over someone who had trouble making the difficult adjustment when they were college age."

Overdue

While expressing general support for the idea that Northwestern should welcome older women, ten women scolded the University for what they consider its slowness in doing so.

"I believe your hopeful program is long overdue and vitally important," said one.

"I applaud your present, though overdue recognition of women's educational needs," said another.

". . . It is time Northwestern joined the twenty-first Century. I am glad that the Program on Women intends to breathe some life into this antiquated institution," said a third.

An alumna stated, "I am bitter about the brush-off Northwestern gave 'older women' as a policy over the years. It's about time North-

western helped them realize their potential."

Personal Anger

The feeling apparent in that alumna's remark is just one example of the anger expressed in a recital of women's personal experiences with Northwestern.

"I have waited over twenty-five years for this letter," began a former Northwestern student. "I have had a very interesting and fulfilling life in the meantime. I am eager to get a degree. I have taken courses at Mundelein College also but my heart has remained at Northwestern. If I could graduate from Northwestern I would be a better alumna. I am disgusted that I cannot return," explained a forty-eight-year-old Evanston mother of six.

"Northwestern would not have taken me at a time when I could have used it. Now that private colleges are going to be scrambling for students, Northwestern can just scramble," declared a fifty-year-old Deerfield office worker who wanted to return fourteen years ago.

The reservoir of feeling focused against the University is unmistakable. Time seems not to have healed all wounds. No matter when they occurred, the memory is still fresh.

"I did apply for a master's program in 1964 and was totally rejected because of my age--thirty-six--at that time. I took my three allotted courses as a non-degree candidate and they had the gall to call and remind me I could never take another course. How insulting!" exclaimed a woman who wanted a graduate degree. Without it she has served as a volunteer. She acknowledged that like her husband, she

might have earned a degree in the Evening Division, but "that isn't convenient for a North Shore housewife and we shouldn't have to apologize for being just that. I'm resigned to being a volunteer now--but I would have liked that other master's years ago." As she says, "...for fifteen years I could have been using my degree--and for fifteen, more, I hope. . . The implication that I would not have as many years to use my degree as a younger person is ridiculous. Now they're right--it's too late."

An equally angry recital stems from a more recent experience and comes from the widow of a Northwestern administrator. After he died she sought to enter college for the first time. Like her husband, her daughter, and her son-in-law, she wanted to attend Northwestern. "When it came time to fulfill a lifelong dream of going to college, Northwestern's doors were tightly closed. They [Alumni Office] kept sending begging letters--they would welcome my donations of money but they were not interested in me as a person!" In 1976 she received an A. A. from Oakton, with honors.

Inquiries made in the 50's and 60's, and early 70's, about re-entering college resulted, according to respondents, in denials offered with three kinds of explanations.

Age

"I made inquiries eight years ago but Northwestern was not programmed for older women," said one. She did not apply because, "I was told there were no daytime programs for the older woman."

A Glenview housewife wanted to earn a B. A. and get a teaching

certificate when her daughter graduated from college. "When Northwestern refused me admission on the grounds I would be taking up space which could be used to more advantage by a younger woman, I went back to the University of Illinois," and afterwards this woman did substitute teaching and tutoring in North Shore high schools.

A fifty-two-year-old pre-school teacher reported that, "In the mid-60's I made inquiries about entering Northwestern taking courses in preparation for a career change. At that time I was viewed as an over-thirty-five oddity. Coming from a family of college professors and presidents I was and still am appalled at Northwestern's archaic and conservative view of who and at what age one may engage in educational pursuits. Any forward-thinking person knows that education is a life-span process, knowing no age limit."

Marital Status

"It is too late for me now but in the late 50's I wanted to go back and get teacher training. Northwestern at that time was not interested in married women," reported a Glenview homemaker.

No Part-Time Study

A former Northwestern student now enrolled at Barat explained that "I made inquiries at Northwestern in 1966 and was told they had no interest in adult, part-time students. When we first moved

to Chicago two years ago, I went to Northwestern to see if I could sign up for a course in anthropology. I was very discouraged by the admissions office and was personally disappointed to find that Northwestern would only accept full-time students," reported a thirty-four-year-old Glenview mother of young children.

Attending Other Institutions

Women who became students elsewhere explained that earlier they had been interested in returning to Northwestern. Admission policies prompted them to look to other schools who could meet their needs.

"Several years ago, I made inquiries at Northwestern but was discouraged by admissions people from making application," stated a forty-eight-year-old Deerfield mother who is now a graduate student at the University of Chicago. "Other than the inconvenience of travel to the University of Chicago, I am completely happy there so the loss was not mine."

"I made the attempt to get a master's at Northwestern in counseling. I was allowed to take credit courses for accreditation in Illinois, but not to get the actual M. A. I felt a bit miffed and continued at Northeastern," explained a graduate of a Seven Sisters college who lives in Glenview and works as an educational counselor.

A Northwestern graduate living in Winnetka explained, "I found my solution in the MLS program at Lake Forest College. I wanted to go to school--Northwestern didn't want me--Lake Forest did--

it's as simple as that."

Two respondents said they enrolled elsewhere without applying to Northwestern because, in part, of what they had heard.

"I went back for a degree in elementary education about ten years ago. I went to Northeastern as the price was far less then Northwestern. At the time I went back to school I had heard that Northwestern was not receptive to returning women. . ." said a former Northwestern student.

A thirty-nine-year-old Lake Forest "homemaker, wife and mother, volunteer-worker and student" said, "A year ago I enrolled at Lake Forest College Continuing Education program. I did not apply at Northwestern as I heard they discouraged returning students."

Two other respondents currently taking classes at other campuses said that even now they would prefer to be at Northwestern.

"I am now attending Northeastern. . . would like to be at Northwestern because of its reputation as a fine school and because geographically it would be ideal as I live on the North end of the campus," explained a forty-one-year-old mother of three.

A former Northwestern day student who later received her bachelor's degree in the Evening Division ". . . because it was my only option at the time" is "now enrolled at Loyola Graduate School. . . again at night. I would be very interested in transferring to such a program at Northwestern if it were offered during the day and to 'older women'."

Present Alternatives

Northwestern advises returning students to enroll in its Continuing Education Division (formerly Evening Divisions) or, if such students are ineligible to work toward a degree, to seek Special Student status. Four respondents told of their experiences in these two programs.

A young Riverwoods mother recalled her time in the Evening Division which, she said, ". . . seemed to address itself to working people. It was difficult to have the desired courses on the Evanston campus. I was discouraged because I felt it could not meet my needs. Although I was pleased with the quality of education I was receiving at Northwestern, I left this institution because I was not receiving needed counseling." She graduated in June from Lake Forest College.

Another woman who had been in the Evening Division said, ". . . Somewhere in Evanston are teachers who do not have separate standards for students attending classes before and after 5:00 p. m. People do want good [high] grades, but more than that, they want a fair evaluation of their work."

". . . I tried to enter as a Special Student for one term in the Fall of 1974. Special Students may do so for only three terms and therefore cannot develop a program. Needed a counselor for Special Students," said a retired government employee.

A forty-year-old Kenilworth mother who does freelance writing recalled, "I went to Northwestern in 1976-78 as a Special Graduate Student in order to complete the writers workshop sequence in CAS.

The application requirements are the same as those for any of the Northwestern graduate schools. The benefits which accrue upon acceptance are not, however, the same. I was required to late-register for all classes, had no access to university-wide communiques, nothing I ever wanted to do fit into the computer, etc., etc. I had to sign a blood pact saying I would never claim credit toward a degree for the courses I took. . . "

A fifth respondent who has a B. A. said that when she inquired two years ago about taking courses in anthropology, the admissions office suggested a community college because Northwestern "would only accept full-time students." A community college, she said, "was not the atmosphere I wished to pursue. Also, in looking over community college courses I found that most of them did not go past 'intro.'"

Ripple Effect

The negative personal experiences recited by respondents have influenced an audience wider than those women who were immediately involved, as other respondents suggest.

"I have a graduate degree," said one woman who, although she did not fill in the questionnaire, observed, "but I must comment that among my friends who have sought advice or admission at Northwestern--they have all felt rebuffed--on the undergraduate or graduate level--have been left with a bad taste."

A woman who attended Sarah Lawrence said, "I have a friend taking a doctorate. . . at Northwestern. Her treatment has been so

shabby as to teaching practices, I doubt, unless other departments are better, that taking a degree would be a rewarding experience."

Two other women already cited said they had gone elsewhere because of what they had heard about Northwestern. Their "second-hand" impression was referred to by an alumna as the University's "policy" against older women.

Positive Experiences

Not all reports are negative. Two women reported favorably about their return to Northwestern.

"I did go back to school in 1941-45 as a part-time student and while I did not get my degree I loved every minute of it. . . My last quarter there my daughter was on campus, too. Rather a rare thing in those days!" She dropped out before graduating because her husband was seriously ill.

"I graduated from Northwestern in 1932 but returned for part-time graduate work in anthropology from 1945-59, and again for courses in education around 1960-61. . . I am glad that Northwestern did not discriminate against me because of my age during those years. . . and am glad to see that the University is tardily recognizing the needs and perhaps the values of older women as students," said another respondent.

Program Needs

Just as respondents have recorded strong feelings about what they experiences and heard from others about Northwestern's perception

of them, they are forthright about what older women need and want when they return to school. They are calling for assistance in facing the bureaucracy, academic and career counseling, study aids, an opportunity to ease into the educational system through non-credit courses, part-time programs and flexible scheduling, financial aid, child care, and an admissions attitude that says "welcome."

Special Services. Currently, said one woman, "A weird mass of red tape, male chauvinist prejudices and departmental 'rules' deter any but the most persistently aggressive to buck those obstacles."

". . . There is a need for counseling and the distribution of information for older women who want to return to school," said another.

"Women returning to school need all the help they can get," said a fifty-two-year-old Winnetka activist. "These women need advisors who understand their situation, i.e., motivation, family demands."

A thirty-seven-year-old antiques dealer who would like to attend graduate school offered a longer list. "Women who are returning to college or graduate school are concerned about their ability to concentrate, their ability to compete with younger students, and their ability to manage their time. Also, they are fearful of entrance exams, Graduate Record Exams, Miller Analogies Test, etc. These needs are important to address in a women's program."

Trial-Run Courses. Their long absence from the classroom, their concern about balancing academic work with their ongoing responsi-

bilities as wives and mothers, their assumption that younger students are more capable than they are, their need to know if they can "cope" prompt re-entry prospects to request an opportunity to test themselves.

A woman contemplating graduate school said she needs ". . . a preliminary course which would prepare me for studying and help me to discover if I have what it takes to pursue another degree."

Citing her own experience, another respondent said, "I believe it is advisable to allow a student to take a course at first without being involved in a degree-granting program. I took some earlier at Northeastern. It gives you the feel of handling college work again."

"I feel like a duck out of water, wanting ever so much to get my feet wet again, yet timid to initiate the first step," revealed a Lake Forest mother of school-age children who went on to say she was sure she could acclimate easily once past the hurdle of beginning again.

Part-Time Study. Respondents repeatedly amplified their need for part-time study, a choice upon which eighty-nine per cent of all respondents said their ability to return to school depended.

"I would want to begin part-time to 'break' into going to school again, as it has been twenty years since I was in school," said a forty-year-old real estate broker with less than one year of college.

"I have not returned to Northwestern because older women like me are not allowed to come back on a part-time basis to get their degrees. I find this ridiculous and discriminatory. I do not want

to come back on a full-time basis because I have a very full life," explained a "housewife/artist," who ultimately wants a master's degree in psychology.

"Part-time study has to be the cornerstone of any continuing education program. Northwestern should stop shunting smart women into its extension courses and start figuring out how to grant them degrees," summed up a Smith graduate.

Flexible Scheduling. While part-time study is the linchpin in a program for returning students, some respondents point to their concomitant need for more flexible schedules.

"How about more credit courses that meet once a week for longer periods of time?" asked one woman.

"Women with children need flexibly scheduled hours," said another.

"There is a need for classes which meet two to three days weekly. . . "stated a third.

"I am very interested in weekend classes as that is the time I have free for classes," said a working woman.

Another woman who favors weekend classes explained her preference. "Night school classes are always second best. People are tired after a day's work and concentration is difficult--expecially if you haven't been in school for a long time." Advocating the "weekend college" concept she said, "The fact that these people can actually stay on campus overnight and so gain some social contact with one another must be a tremendous encouragement and stimulus to them."

Child Care. Children, of course, figure prominently in a mother's concern about returning to school. When they are very young, who is to care for them?

"I have always wished that Northwestern would institute a day-care program for children of students and employees," said a present MBA candidate, adding, "Barat College has such a program and a very successful program for women returning to school."

A mother whose oldest child is five agreed. "It would help considerably for women returning to school to have a child care program at Northwestern for babies and pre-schoolers."

Once the children are in school, mothers have free time, but not unlimited amounts. They want to attend classes only during their children's school hours.

"I am interested in going back to school but could not commit to full-time study as my children still need me at home outside their school hours," said a Winnetka physiotherapist, currently unemployed.

Finances. Once the youngest child is in school, a mother may have new concerns because of her older children. Now, instead of too little free time, the problem tends to be financial.

". . . Since my oldest child is now in eighth grade, already the cost of my schooling is getting more and more critical, as we must save for his education. I am afraid that I would have to forego my education in order to insure that of my three children," reported a thirty-four-year-old Wilmette resident who completed two years at Northwestern.

Her prediction is borne out by four other respondents.

"I would strongly consider Northwestern as a place to get an MBA because it is close and has a good reputation. I have to wait, however, until both my oldest are through college because of the expense." By then, she will be fifty-one years old.

"I returned and took a course in the History of Art about 1961, planning for an art major. Then my son went to college and finances were restricted." She did not continue her schooling.

A forty-three-year-old part-time secretary attends Northeastern in pursuit of a bachelor's degree. "This school was most economical for me to attend since we have two children in college away from home. It would have been nice to attend Northwestern, but not practical."

"Now that my kids are of college age, that is a deterrent as cost will again by a factor in returning," said a forty-nine-year-old Evanston homemaker.

College-age children are not the only reason respondents expressed concern about their ability to meet the high cost of a Northwestern education.

"One very big factor is the high cost of an education here. Is it that much better than Mundelein?" asked one respondent.

". . . I find the existing programs adequate, but the lack of financial aid programs stifling and depressing," said another.

". . . Will there be a program to make returning to school easier financially?" asked a third.

Course Availability. Not every woman who commented wants a degree. Some just want the opportunity to take substantive courses.

While several respondents praised the Alumnae of Northwestern University's Continuing Education series, a few offered less favorable comments or indicated they simply had outgrown what was offered.

". . . If Northwestern had a continuing education program that was enlightening and meaningful with cost per credit hour a reasonable amount, perhaps more over-forty-year-olds would strongly favor it over less well-known educational institutions," said one respondent.

"Programs such as you indicate would be interesting in that I find more and more difficulty in choosing continuing education courses. Specific courses rather than survey courses should be my direction. I would also like to begin areas never studied previously," said a woman who has taken continuing education courses for ten years.

"Would like courses available in all areas without need of credits. Would like in-depth and saturation courses in language for beginners," said an Evanston businesswoman.

Three others requested courses or seminars pertaining to their careers.

A fourth said, "I have a bachelor's and a master's and there's really nowhere to go. I could get a better job with one business course and can't even afford that. There's no place at Northwestern for a person who just would like to learn which is a most unfortunate situation."

Career Counseling. Two women spoke about their need for career counseling. One, contemplating a master's in education, worried that

she might price herself out of the market place. The other said she needed advice about what education she required to get beyond what seemed to be a dead end in her career.

Life-Experience Credentialing. Three women expressed a desire for life-experience credentialing as part of the admissions process.

One, mentioning the generally good reception her mother encountered upon returning to Northwestern a few years ago, said one difficult area had occurred in "translating her 1949 transcript and evaluating credits in addition to credit for 'life-experience' in raising six children."

"I would hope you would consider 'life-experience' credits or possibly an entrance test to determine ability level," suggested a Deerfield working mother.

Northwestern's Self-Interest

After pouring out their personal experiences, defining their requirements for a returning students program, and urging Northwestern to welcome them back as many institutions already have, four respondents suggested that Northwestern was not only slow to respond to the needs of older women but could only be motivated now by economic self-interst.

"Northwestern is being extremely short-sighted in basing its program on the young--when the population of college students drops off, they'll be glad to have older students in their programs. It would have been nice to have been wanted before economics had a hand

in the decision," observed one.

Still, while reluctant to absolve Northwestern of its tardiness in moving to serve older women, respondents generally agreed with one alumna who said, "We have certainly not been pioneers in the move back to school, but maybe we can catch up since it's never too late."

CONCLUSIONS AND RECOMMENDATIONS

The quantitative and qualitative findings drawn from the written questionnaire lead to the following conclusions:

- There are many older North Shore women without baccalaureate degrees who want to return to school.
- Most will seek admission only if offered the opportunity for part-time study.
- While many could afford tuition if unit pricing were available, some will need some financial aid. However, their need for financial assistance will probably approximate the need reported by present undergraduates.
- Many would like the chance to take a Northwestern course to test their ability to do the academic work before committing to a degree program.
- They do not want to be the only older women students on campus because they feel out of place.
- They view a Returning Students Program as a statement from the University that it welcomes them, respects their particular needs, and offers services to assist them.

- Graduate school is a strong consideration for both those women with and those without a bachelor's degree.

These conclusions suggest that certain policy changes must be made by Northwestern before these women will seek admission.

Part-Time Study

The most important step Northwestern can take to attract re-entry students is to offer them part-time study. No other barrier has been as effective in keeping women from returning as their perception that they can enroll only as full-time students. Older married women know better than anyone else that what sets them apart from younger undergraduates are their responsibilities as wives and mothers, roles they do not put aside when they become students. Thus, an older woman's view of her priorities is directly at odds with present university attitudes which imply that a part-time student is inherently less serious about academic commitments than a full-time student. In fact, research suggests that as a group, re-entry women on this campus and campuses across the country are more serious about academic commitments than the general undergraduate population. Re-entry women, however, do not want to take on more than they can handle.

Unit Pricing

By allowing older women part-time study Northwestern would acknowledge that re-entry students are as serious about their studies

as full-time students and would eliminate the most serious barrier to their return. But at the same time the University must recognize that part-time students should not have to pay full tuition to take less than a full load.

Some form of unit pricing--tuition paid per course--is essential. A part-time student taking one course would pay one-fourth of full tuition; if two courses, one-half. Given this fee scale, many returning students could probably meet Northwestern tuition payments without financial aid. Such a tuition policy further recognizes that part-time students are excluded from most assistance programs.

Part-time study AND unit pricing are the twin requirements upon which to build a successful Returning Students Program. If implemented, these two policy changes would do the most to welcome older women to Northwestern. There are, however, other changes which would allow them to feel at home when they arrive.

Transition Courses

Women who have been away from the classroom want the opportunity to make a gradual transition from wife/mother to part-time student. Over the years their academic skills have gone unused, their interests have probably changed, their self-confidence has waned, and their estimate of current undergraduates exaggerates the level of competition they expect to face. If courses could be offered to these women before they enroll as degree candidates, they could ease back into the academic mainstream more assured that they can meet the challenge of Northwestern. Conversely, such an opportunity could help

screen out those women for whom the challenge is too great. The availablility of transition courses might also be the basis for modifying another University policy which now impedes enrollment: re-entry students can seek admission only as transfer students.

Conditional Acceptance

Older women ought to be able to enroll as freshmen. When originally conceived, the Returning Students Program was designed to admit only those candidates who could present at least one year of acceptable college work. They could then apply as transfer students. Candidates who had no such record would be advised to attend another college for one year before seeking admission to Northwestern. While this policy may be well-intended, other tuitions are less expensive, the level of competition is less threatening,etc.), it denies returning students a full four years at Northwestern and probably discourages many from ever applying. All those qualities which characterize an elite institution--superior faculty, resources, depth and breadth of choice, academic abilities of fellow students, etc.--are not available to the same degree on other campuses. The re-entry student should be able to enroll at Northwestern on a conditional basis with a guarantee that an acceptable performance will insure admission as a matriculated student. Such a policy would allow her the benefit of four full years at Northwestern. Until she is granted unconditional acceptance perhaps she could be classified as a Special Student. If so, however, certain rules which presently make Special Student status a kind of second-class

citizenship should be modified.

Special Student Modifications

Transfer students who present themselves as degree candidates with more than two years of acceptable college work may enroll at Northwestern but are ineligible for a Northwestern degree. Upon completion of the requirements, however, they may, by previous arrangement, be awarded the degree conferred by the college or university where they did the greater part of their undergraduate work. This policy need not be changed, but certain restrictions governing Special Students should be modified.

Special Students should be able to register for classes at the same time as all other undergraduates, not after everyone else. Returning students with more than two years of acceptable credits from another college are offended that although they pay the same price as regularly enrolled undergraduates, they are not accorded the same privileges.

Further, if Special Student status were given those returning students granted conditional acceptance with the provision that an acceptable performance would yield credits toward a Northwestern degree, students returning without one year of previously earned credit would be more encouraged to apply. And, if such students could register for courses at the same time as everyone else, the offensive connotations which now apply to Special Student status would be removed. The Special Student category would then serve as a viable route into the University.

Other Re-Entry Points

As suggested in the Fox Report, other re-entry routes might be the Continuing Education Division or the Summer School. If a strong performance in either school could be recognized in advance as proof of the applicant's ability to meet Northwestern standards, re-entry students with insufficient evidence to confirm their ability would be provided the opportunity to do so at Northwestern. What is important is that re-entry routes be standardized so that applicants know ahead of time that a strong performance will gain them admission into a degree granting program during the day.

Returning Students Program

All policies which pertain to re-entry students and all services the University provides for this older undergraduate population should be grouped together and identified as a Returning Students Program. Such a program not only allows for administrative efficiency; it communicates quickly and convincingly the welcoming attitude returning students desire from the University.

As stated in the research of Benjamin and Levy, students who have already returned to Northwestern do not want special treatment, an easier course of study, or a watered-down degree. Prospective re-entry students agree. They all want a message from the University that it recognizes their special needs, respects them, and is willing to extend support services to ease their return. A Returning Students Program not only conveys this message; it tells its audience that they are not alone.

Support Services

Guidance. Returning students need help. They want guidance in following admission procedures, evaluating transcripts, pre-admission testing, appraising courses, and exploring academic and career opportunities. Unlike high school students, they have no access to counselors trained to help them make sense of the choices confronting them before appearing at the admissions office. Yet, when they appear confused at an admissions interview they may be perceived as vague and without purpose or direction, and thus be discounted. Women in such a quandry need a place at Northwestern where they can get basic information before appearing for an admission interview. Since this interview is an especially important evaluation tool for admissions counselors who sometimes have little else to go by, it is imperative that the re-entry candidate be allowed to present her best self. She will be better able to do so if she has previously received information in a non-judgmental setting. As Benjamin, Levy, and Fox have all suggested, this information session should probably be conducted apart from the admissions procedure.

Counseling. Academic, social, and career counselors, already located in the University, should be trained to recognize the special needs of returning women. These counselors must be sensitive to the concerns of older students so as to help these students deal with the kinds of problems which, unless relieved, can imperil their ability to succeed.

Staff. Ideally, everyone in the University should be informed that Northwestern welcomes returning students. Everyone who has

contact with re-entry students should be instructed in admission procedures so that potential applicants receive correct information. When, for example, a department secretary answers the phone and tells the caller the University does not accept part-time students, that may be enough to discourage the caller from ever seeking admission.

Publicity

While a Returning Students Program needs to be publicized within the University so that faculty and staff know it is available, the Program must be publicized outside the University as well. Questionnaire responses conclusively show that many older North Shore women are convinced that Northwestern does not want them. Offering a Returning Students Program is not enough; the University must announce the Program's availability to those for whom it is intended.

Recruitment

Initially, at least, the Admissions Office needs to recruit older candidates. The organization directory compiled in this research study provides a starting point for making contact with groups of women who are potential re-entry students. Letters, program appearances, and newsletter notices are all methods by which to notify likely candidates. In addition, many questionnaires returned to the Program on Women provide names and addresses of respondents whose answers identify them as actively interested in returning. A list of these respondents will be made available to the Undergraduate Admissions Office for follow-up.

Graduate School

Finally, Northwestern needs to examine its admissions policies for returning graduate students. While many women are interested in returning for a baccalaureate degree, many more expressed interest in graduate study. Once admitted as undergraduates, many older students will begin to think about continuing on for a graduate degree.

ORGANIZATION LIST

1. The Alumnae of Northwestern University
2. The North Shore Affiliates of the Museum of Contemporary Art
3. The Evanston Associates of the Art Institute.
4. The Auxiliary of The Evanston and Glenbrook Hospitals
5. Brandeis University National Women's Committee
6. Chicago - North Shore Chi Omega Alumnae
7. North Suburban Chi Omega Alumnae
8. Chicago - North Suburban Chapter of Delta Gamma
9. The North Shore Chapter of Hadassah
10. Hadley School for The Blind Junior Auxiliary
11. Infant Welfare Society of Evanston
12. The Junior League of Chicago Inc.
13. The Junior League of Evanston Inc.
14. The Evanston and North Shore Alumnae Chapter of Kappa Alpha Theta
15. The Chicago - North Shore Alumnae Chapter of Kappa Alpha Theta
16. League of Women Voters of The Deerfield Area
17. League of Women Voters of Evanston
18. League of Women Voters of Glencoe
19. League of Women Voters of Glenview
20. League of Women Voters of Highland Park
21. League of Women Voters of Lake Bluff
22. League of Women Voters of Lake Forest
23. League of Women Voters of Northbrook
24. League of Women Voters of Skokie - Lincolnwood
25. League of Women Voters of Wilmette
26. League of Women Voters of Winnetka - Northfield

27. The Evanston Chapter of Lyric Opera of Chicago
28. Mt. Holyoke Club of Chicago
29. Evanston Music Club
30. National Council of Jewish Women, Evanston - Niles Township Section
31. National Council of Jewish Women, North Shore Section
32. National Council of Jewish Women, North Shore Evening Section
33. National Council of Jewish Women, West Valley Section
34. Newcomers Club of Deerfield
35. Evanston Newcomers
36. Winnetka - Northfield Newcomers
37. Northbrook Book Review Club
38. North Shore Junior Board of Northwestern University Settlement, Inc.
39. St. Francis Hospital Auxiliary
40. Service Club of Chicago
41. Chicago League of Smith College Clubs
42. North Shore Smith College Club
43. University Club
44. Young Women's Auxiliary of The Evanston Women's Club
45. Junior Auxiliary of The Women's Club of Wilmette
46. Junior Auxiliary of The Winnetka Women's Club
47. Northbrook Women's Club
48. Wellesley Club of Chicago
49. Women's Education Aid Association
50. Young Mothers Club

QUESTIONS ASKED IN TELEPHONE SURVEY

1. What is the correct name, address, and telephone number of your organization?
2. What is the purpose of your organization?
3. What are the qualifications for membership?
4. What is your total membership?
5. How many general meetings do you have each year?
6. What is the average attendance at a general meeting?
7. What is the educational level of your membership?
8. Do you provide educational activities for your members?
9. How long have you been in existence?
10. What kinds of programs do you have?
11. Might someone from the university speak about opportunities for returning women at a general meeting?
12. Can you suggest any way in which the resources of the university might be of help to your organization?
13. Name of incoming president. (Calls made in the spring when new slates are installed.)

DIRECTORY OF WOMEN'S ORGANIZATIONS

INTRODUCTION

Women's organizations come in all shapes and sizes and dedicate themselves to a variety of purposes. Many are local chapters of national organizations and can be found in each suburb. The League of Women Voters, for example, has a group in each North Shore suburb and, while each is faithful to the national program, local chapters are autonomous and make organizational policy themselves. Although almost every suburb has a Woman's Club, these groups are related to one another only in that they may belong to the National Federation of Women's Clubs. They are, however, totally independent and autonomous. Still other organizations are suburban-based chapters of a city or state group whose policy is made only in the main office. Thus, a group like Evanston Associates of the Art Institute, whose focus lies in building broad-based support for the Art Institute in particular and art in general, is governed by Institute policy.

No matter what its governing structure, however, each woman's club or organization in the North Shore area has a personality of its own and several carry very definite reputations in the community. The Evanston Junior League, for example, still faces the burdensome notion that it is a collection of wealthy dilettantes engaged in do-good activity but only on their own terms. In fact, EJL is a well-organized, responsible group of women very attuned to local concerns. To individuals and agencies with whom it has worked, the Evanston Junior League is a group that gets things done.

The fifty organizations contacted by the Program on Women

represent a sample of the range of women's groups in the community. Since the Program on Women's purpose was to reach large numbers of women quickly, local Parent Teacher Associations (PTA) and church groups were arbitrarily ignored even though they are probably composed of the kinds of women the survey was seeking. And, since the groups listed below do represent a variety of purposes, it is reasonable to assume that many women who received the questionnaire received more than one owing to their memberships in different groups. One of the best ways to add to this list of fifty groups is to ask an active clubwoman what her other affiliations are.

To capsule the data gathered about each group and to make that information useful to undergraduate recruiters, the Program on Women offers the following organization profiles, arranged alphabetically.

Organization Profiles

Organization: The Alumnae of Northwestern University

Profile: Membership open to any woman who attended Northwestern. Total membership size unknown, but approximately 150 attend annual May meeting and can be considered "active." Nucleus is 35-40 member Board of Directors which meets monthly, except in December.

The Alumnae sponsor NU Day in October, offer Continuing Education classes except during summer, and fund scholarships for older women returning to graduate school.

Participation: 1800 questionnaires mailed; [illegible]45 returned; 13% rate of response.

Assessment: Very loyal to University, conservative in approach but increasingly aware of phenomenon of women returning to school. The group's best resources for recruiting purposes is its mailing list

developed from Continuing Education classes and the audience it attracts to NU Day when a recruiter's presentation, especially if combined with information about Graduate School admission, probably would be well attended.

Current President: Earlene Palmer (Mrs. Alan D. Palmer)
308 Asbury
Evanston 60202
Ph: 869-1973
In second of two-year term.

Office: Department of Alumni Relations, Northwestern University
Ph: 492-3244

Organization: The North Shore Affiliates of The Museum of Contemporary Art

Profile: One of the five special interest groups whose purpose is to educate about art and spark interest and membership in the Museum. Membership of 250 of whom about 100 appear at programs. Age range is 35-50 years. Governed by museum policies.

Participation: None

Assessment: Not an easily accessible group; not looking for membership programs.

Current President: Mary Murphy
2113 Valley-Lo Lane
Glenview 60025
Ph: 724-3817

Organization: The Evanston Associates of The Art Institute

Profile: Special interest group of 250 members whose purpose is to foster interest in aims of the Art Institute. Main age group is 40-60 years. All 6 programs during year are art-related. Governed by Art Institute policies.

Participation: None

Assessment: Not easily accessible; not looking for membership programs.

Current President: Joyce Schrager
2404 Lincoln
Evanston 60201
Ph: 475-8093

Organization: The Auxiliary of The Evanston and Glenbrook Hospitals

Profile: Purpose of Auxiliary is to be liaison between hospital and community, to fund raise and to give volunteer service. Membership open to anyone. 1,250 members of all ages. Governed by Board of Directors.

Participation: About 500 questionnaires mailed; 69 returned; 11% response rate.

Assessment: Key group to reach is Board of Directors, a hard-working group of about 75 women, ages thirty-five plus. Meets 10 times during the year. Excellent co-operation with the Program on Women in questionnaire request and good response rate probably reflect high regard for Northwestern for whom these are teaching hospitals. While general membership meetings are programmed with health care topics, probably receptive to mailings and/or Board appearance from Northwestern admissions.

Current President: Jeannie James (Mrs. Edward R. James)
37 Indian Hill Road
Winnetka 60093
Ph: 446-6977
Serving first of two-year term.

Office: 2650 Ridge Ave.
Evanston 60201
Ph: 492-4657

Organization: Brandeis University National Women's Committee

Profile: Not an alumnae group but rather, a fund-

raising organization whose annual book sale at Edens Plaza is an area-wide event. Semi-annual luncheon brings out 4,500 members.

Participation: None

Assessment: Current president not very communicative in telephone interview; therefore, hard to get handle on 2,000 membership. Single-minded purpose suggests that they are not looking for programs. Still, due to size of membership, should not be too quick to disregard recruiting potential.

Current President: Mrs. Sydney Lieberstein
440 Groveland
Highland Park 60035
Ph: 433-1912

Organization: Chicago-North Shore Chi Omega Alumnae Chapter
North Suburban Chi Omega Alumnae Chapter

Profile: National social sorority composed of women who affiliated in college although need not have graduated. Several local chapters, of whom two are listed here, where membership based upon geography, age (sometimes), and free time to meet, (day or evening.) Purpose is social and philanthropic. Serves as advisory to college chapters.

Chicago-North Shore chapter has 125 members, all ages, of whom about 50 usually attend general monthly meetings, September-May. Estimate two-thirds have degrees.

North Suburban chapter has 27 members, about half of whom attend monthly evening meetings. Younger group.

Participation: Both chapters participated.

Chicago-North Shore: sent 125 questionnaires; 5 returned; response rate 4%.

North Suburban: sent 27; 4 returned; response rate 15%.

Assessment: Receptive audience. Rely upon outside speakers for programs. Possibly could invite all chapters to a meeting devoted to recruitment where NU could be one such school to appear with information.

Current President:

Chicago-North Shore:
Donna Weeks (Mrs. C. T. Weeks)
2128 Chestnut
Wilmette 60091
Ph: 251-9120

North Suburban:
Tammy Baloun
451 S. Stewart
Palatine 60067
Ph: 358-7064

Organization: Chicago-North Suburban Alumnae Chapter of Delta Gamma

Profile: National social sorority whose members affiliated while in college. Eight such D.G. chapters in Chicago area. Purpose is social, philanthropic, and advisory. This particular chapter has 44 members, meets 6-8 times annually, at night. Average attendance is 15. Publishes newsletter twice a year. Age range is 30-45 years.

Participation: None

Assessment: Probably best reached through their newsletter, or, if possible, in program appearance before a meeting which combines several chapters.

Current President:
Maryann Fanning (Mrs. Joseph B. Fanning)
632 Warwick Road
Deerfield 60015
Ph: 945-8189

Organization:	The North Shore Chapter of Hadassah
Profile:	National women's Zionist organization. This local chapter fundraises for Israeli medical projects and strives for awareness of issues of American Jewry. Total membership is 3500 of whom 500 are "active." 12 monthly meetings.
Participation:	None
Assessment:	Probably reached best at the regional level. Receptive to programs geared to "women's issues." Size of group indicates potential.
Current President:	Shirley Massel (Mrs. Seymour Massel) 9200 Ridgeway Ave. Skokie 60076 Ph: 679-8230
Office:	1710 First Street Highland Park 60035 Ph: 433-6350

Organization:	Hadley School for the Blind Junior Auxiliary
Profile:	Membership is open to any woman younger than 45 who devotes 18 hours annually to the school. Purpose is to give financial and volunteer support. Forty members meet monthly, September-June and have average attendance of 20.
Participation:	Willing but not good timing. Offered to pass out questionnaires at a meeting.
Assessment:	Worthwhile number if expanded to include membership of the Senior group.
Current President:	Judy Gurley (Mrs. John C. Gurley) 955 Greenwood Ave. Winnetka 60093 Ph: 441-6260
Office:	700 Elm Street Winnetka 60093 Ph: 446-8111

Organization: Infant Welfare Society of Evanston, Inc.

Profile: Philanthropic organization of 300 women, primarily North Shore, divided into 3 groups, according to age (Service League, Jr. Board and Sr. Board). Eight general meetings, usually attended by 100, feature variety of general interest programs. Main interest is support of Evanston Baby-Toddler nursery, providing day care for the very young.

Participation: Sent 300 questionnaires; 16 returned; response rate 5%.

Assessment: Probably reached best through the mail. Might be resource if University considers exploring day care for re-entry students.

Current President: Sue Camins (Mrs. Harvey B. Camins)
895 Pine Tree Lane
Winnetka 60093
Ph: 441-5154

Office: 1417 Hinman
Evanston 60201
Ph: 491-9650

Organization: The Junior League of Chicago, Inc.
The Junior League of Evanston, Inc.

Profile: National organization which has two autonomous clubs serving Chicago area. Purpose is to train women to be effective volunteers and advocates of voluntarism. High priority now given to encourage members to plan volunteer time to acquire job skills leading to paid or unpaid careers. Offers "career development" seminars. Leadership usually very capable, having passed through several rungs to get to top in mid-30s. Many members acquire good basic

management skills. Membership, by invitation, nowadays based less upon family background, more upon individual achievement. Members younger than 40 are "actives;" older are "sustainers." Most have attended college. Chapters overlap geographically.

The Jr. League of Chicago, Inc. has 1400 members of whom 800 are younger than 40; average age probably 30-35. General meetings, 3-4 each year, bring average attendance of 250-300.

The Jr. League of Evanston, Inc., has 900 members, of whom 370 are younger than 40. Six meetings annually, attended by about 150 each.

Participation: Both clubs participated.
Jr. League of Chicago: Sent 900 questionnaires; 64 returned; response rate 7%.
Jr. League of Evanston: Sent 735 questionnaires; 109 returned; response rate 15%.

Assessment: Fertile recruiting ground. While national organization forbids release of mailing list, items submitted might be published in each club's monthly newsmagazines, in separate mailings paid for by Northwestern; possibility for program appearance probably excellent, especially if combined with appearance of Program on Women director who has personal rapport with both current presidents.

Current President:

Chicago: Jean Berghoff (Mrs. John C. Berghoff, Jr.)
1621 Judson Ave.
Evanston 60201
Ph: 328-5907
Serving second of two-year term.

Evanston: Ann Dauer (Mrs. Arthur J. Dauer)
2232 Kenilworth Ave.
Wilmette 60091
Ph: 251-2745
Serving for one year term.

Office: Chicago: 1447 N. Astor Street
Chicago 60610
Ph: 664-4462

Evanston: 225 Greenwood Ave.
Evanston 60201
Ph: 328-4741

Organization: The Evanston and North Shore Alumnae Chapter of Kappa Alpha Theta
The Chicago-North Shore Alumnae Chapter of Kappa Alpha Theta

Profile: National social sorority whose members affiliated while in college. Purpose of both chapters is social, philanthropic, and advisory.

Evanston-North Shore: 200 members of whom about 45 attend regularly scheduled monthly meetings. Main age group probably 40-45 years.

Chicago-North Shore: 115 members of whom 30-35 attend 8 monthly meetings. Age range is 26-40 years.

Participation: Neither chapter participated in questionnaire.

Assessment: Probably not a very lucrative recruiting group. However, might want to publish item in newsletters and/or contact other chapters.

Current President: Evanston-North Shore: Mrs. T. H. Upben
1033 Miami
Wilmette 60091
Ph: 256-3405

Chicago-North Shore: Susie Sladoje (Mrs. George Sladoje)
909 Pleasant Lane
Glenview 60025
Ph: 998-0019

Organization:	The League of Women Voters
Overall Profile:	National organization with local, geographically-based chapters. Purpose is to provide voter service and information; membership open to all of voting age. Most chapters have monthly general meetings and frequent interest-group meetings.
Overall Assessment:	Reputation for being the most purposeful and non-social, achievement-oriented group still stands.

Organization:	League of Women Voters of the Deerfield Area
Profile:	120 members whose ages range between 28 and 60, but of whom majority is probably between 35 and 45. Eight general meetings attract between 14 and 20 women.
Participation:	Sent 120 questionnaires; 18 returned; response rate 15%.
Assessment:	Good group, probably reached best by mail.
Current President:	Edna Schade 615 Bent Creek Ridge Deerfield 60015
Office:	P. O.Box 124 Deerfield 60015

Organization:	League of Women Voters of Evanston
Profile:	350 members, 100 of whom are "very active," and range in age between 28 and 40 years. Monthly meetings, September-June, attended by 65-70.
Participation:	Sent 350 questionnaires; 20 returned; 6% response rate.
Assessment:	Probably best recruited by mail. Greater interest in graduate school admission.
Current President:	Eleanor Revelle (Mrs. William) 2302 Orrington Evanston 60201 Ph: 328-5330

Office: 828 Davis Street
Evanston 60201
Ph: 866-7844

Organization: League of Women Voters of Glencoe

Profile: 243 members of whom 30 usually attend general meetings held 10 times annually. Age range is 30-70. Many do not have B.A.'s, according to former president.

Participation: Not in questionnaire but published item in April newsletter and invited interested members to contact President for more information.

Assessment: Should keep in touch. Bulletin, published 10 times yearly, offers opportunity for announcements.

Current President: Pat Aaron (Mrs. William H. Aaron)
425 Sunset Lane
Glencoe 60022
Ph: 835-0766

Organization: League of Women Voters of Glenview

Profile: 109 members of whom 40-45 attend 4 general meetings (Sept., Dec., April, and June).

Participation: None

Assessment: Board voted against participation in questionnaire because, according to President, several reported bad individual experiences with NU. However, opportunity might exist to publish item in newsletter.

Current President: Carol Getson
2113 Henby Street
Glenview 60025
Ph: 729-2940

Organization: League of Women Voters of Highland Park

Profile: 300 members whose regularly scheduled general

meetings are in September and May, attended by 50-80.

Participation: None

Assessment: Unknown quantity. Publish monthly newsletter.

Current President: Margie Weis
998 Saxony Drive
Highland Park 60035
Ph: 432-9432

Organization: League of Women Voters of Lake Bluff

Profile: 100 members of whom probably 50 attend the 3 general meetings. Average age probably 49.

Participation: None

Assessment: Unknown quantity.

Current President: Joy Anson (Mrs. Robert N. Anson)
240 E. Sheridan Rd.
Lake Bluff 60044
Ph: 234-0328

Organization: League of Women Voters of Lake Forest

Profile: 192 members, 10-15 of whom attend monthly general meetings. Many members between 50-60.

Participation: Sent 199 questionnaires; 7 returned; 4% response rate.

Assessment: Probably reached best through newsletter.

Current President: Chris Boudrie (Mrs. Kenneth B. Boudrie)
1030 Old Barn Lane
Lake Forest 60045
Ph: 295-2451

Organization: League of Women Voters of Northbrook

Profile: 100 members, main group of whom are between 35-45 years old. Meets 9-10 times each year; average attendance is 25.

Participation: None

Assessment: Probably could be reached through monthly news-

letter.

Current Co-Presidents: Lynn Saegebrecht
914 Bittersweet Drive South
Northbrook 60062
Ph: 564-3346

Julie Bennett
2223 Walters Road
Northbrook 60062
Ph: 272-7927

Organization: League of Women Voters of Skokie-Lincolnwood

Profile: 100 members of whom 20 attend general meetings. President says "only 1 elderly woman doesn't have a B.A."

Participation: None

Assessment: Not good for recruiting

Current President: Harriet Bienias (Mrs. I. M. Bienias)
8225 Niles Center Road
Skokie
Ph: 673-6139

Organization: League of Women Voters of Wilmette

Profile: 180 members. Average attendance of 30 at general meetings, held at least monthly.

Participation: None

Assessment: Probably worth reaching in their bulletin

Current President: Donna Hill
204 Lawndale
Wilmette 60091
Ph: 251-0702

Organization: League of Women Voters of Winnetka-Northfield

Profile: 286 members of whom 50 attend monthly meetings.

Participation: 150 questionnaires; 33 returned; response rate 22%.

Assessment: Based upon membership size, response rate, and interest of president, an excellent group. Publishes monthly newsletter.

Current President: Carol Piper
972 Elm Street
Winnetka 60093
Ph: 446-9072

Organization: The Evanston Chapter of Lyric Opera of Chicago

Profile: One of 10 such groups in Chicago area whose purpose is to promote opera, to educate, and fund-raise.

58 members, about 1/2 of whom attend 4 general meetings during the year.

Participation: None

Assessment: Unlikely recruitment source.

Current President: Cammy Laing
1000 Forest
Evanston 60202
Ph: 869-6854

Organization: Mt. Holyoke Club of Chicago

Profile: Alumnae support group whose purpose is to seek qualified candidates for the South Hadley, Mass. alma mater, to fundraise, and to provide social contact for members. Membership about 450 of whom 120 are "active." Most members between early 20's and 40's. Usually 3 general meetings; Board of Directors meets monthly.

Participation: None

Assessment: Though not prerequisite for membership, a degree is almost taken for granted. More appropriate for graduate school.

Current President: Mary Johnson
18 W. 731 Chateaux East
Oakbrook 60521
Ph: 852-7256

Organization: Evanston Music Club

Profile: Performing musicians are accepted for membership after audition and vote. 75 members, ages 40-60.

Participation: None

Assessment: Inappropriate group

Current President: Avis Hart
3050 Colfax
Evanston 60201
Ph: 864-9844

Organization: National Council of Jewish Women

Overview: National volunteer organization dedicated in the spirit of Judaism to advance human welfare and democracy through education, service and social action. Organized geographically into ten sections in Chicago area. A current national goal is life-experience credentialing.

Chapters: Evanston-Niles Township Section of the National Council of Jewish Women

Profile: 450 members of whom probably 100 actively involved. This group is older (40+), more intellectual and has as its specialty education and legislation. Many members have long been involved in continuing education available as non-degree programs.

Participation: Sent 450 questionnaires; returned 35; response rate 8%.

Assessment: Keep in touch.

Current President: Zora Kaminsky
8720 Avers
Skokie 60076
Ph: 675-6120

Chapter:	North Shore Section National Council of Jewish Women
Profile:	1,200 members of whom 100-300 women attend general meetings held seven times during the year.
Participation:	None
Assessment:	Keep in touch, possibly through monthly newsletter.
Current President:	Donna Loundy (Mrs. Richard Loundy) 251 South Ave. Glencoe 60022 Ph: 835-3312
Chapter:	The North Shore (Illinois) Evening Branch, National Council of Jewish Women
Profile:	Subgroup of the North Shore Section, for younger women (25-35) who, having young children, attend evening meetings more easily. 300 members described as "all" having "at least" a bachelor's degree. Interest may be in graduate degrees.
Participation:	None
Assessment:	Not sure if "all have degrees" is accurate.
Current President:	Rayna Forman 1415 Gordon Terrace Deerfield 60015 Ph: 945-2522; 945-2523
Chapter:	West Valley Section, National Council of Jewish Women
Profile:	170 members, of whom 60 are active. Ages between 30 and 40. Meets 9 times through the year; average attendance is 30.
Participation:	Sent 175 questionnaires; returned after our deadline so could not be tabulated.
Assessment:	Keep in touch; publishes newsletter.
Current President:	Nancy Cohen 6641 Dowagiac Lincolnwood 60646 Ph: 675-6641

Organization: Newcomers Club of Deerfield

Profile: Membership open to those who have lived in Deerfield less than two years. 200 members; monthly meetings (not in summer) where attendance is about 100. Young membership, early 20's to mid-30's. Programs often aim to inform members of community's resources.

Participation: Reluctant to release mailing list; instead, offered to publicize and hand out questionnaires at fall meeting, which was too late for this study.

Assessment: Recruiter would fill program need, especially if part of a panel on opportunities for re-entry women in North Suburban area.

Current President: Helene R. White
1335 Carol Lane
Deerfield 60015
Ph: 945-7869

Organization: Evanston Newcomers Club

Profile: Membership open to women who have lived in Evanston less than 3 years so as "to foster friendship among Evanston residents." Program topics are those of interest to women new in the community.

Participation: Sent 88 questionnaires; 19 returned; response rate 22%.

Assessment: Good group to reach because they need programs and because they probably do not know much about Northwestern.

Current President: Carol Heinz
1705 Harrison
Evanston 60201
Ph: 864-0695

Organization: Winnetka-Northfield Newcomers Club

Profile: Club whose purpose is to bring together residents newly arrived in the community. 125 members, most of whom are younger than 35. Meet monthly. Members join in part to gain information about the community's resources.

Participation: Sent 125 questionnaires; 8 returned; response rate 5%.

Assessment: Good group to reach. Might want to consider program appearance if it could include other Newcomer Clubs.

Current President: Sandra H. Plochman
1066 Ash St.
Winnetka 60093
Ph: 446-6990

Organization: Northbrook Book Review Club

Profile: Support group for Northbrook Public Library. Meets 5 times each year to hear paid book reviewers. Ages 20-70 years. Total membership about 50.

Participation: None

Assessment: Inappropriate group.

Current President: Mrs. E. King Collison
1173 Walnut Lane
Northbrook 60062
Ph: 272-1918

Organization: North Shore Jr. Board of Northwestern University Settlement, Inc.

Profile: One of 7 support groups for the settlement house. This one has 35 members, meets monthly, September through June. "Nearly all" have B.A.'s.

Participation: None

Assessment: Too small.

Current President: Mrs. John K. Kerr
709 McLean Ave.
Kenilworth Ave.
Kenilworth 60043
Ph: 256-4239

Organization: St. Francis Hospital Auxiliary

Profile: Volunteer/fund raising group for the hospital. 350 members, most of whom are 40+. Annual meeting is in April. Board of Directors, 60-70 members, meets monthly. According to one member, sorely needs new, younger members.

Participation: None

Assessment: Potential sounds exceedingly slim

Current President: Mrs. James Mason
4083 Fairway Drive
Wilmette 60091
Ph: 256-4704

Organization: Service Club of Chicago

Profile: Philanthropic group where membership (about 200) is by invitation. Meets throughout the year; average attendance is 50-75.

Participation: None

Assessment: "Not interested"

Current President: Mrs. Richard Lamphere
contact at office.

Office: 900 N. Michigan Ave.
Chicago
Ph: 943-0066

Organization: Chicago League of Smith College Clubs
North Shore Smith Club

Profile: Chicago League is the umbrella for 3 Smith

College alumnae groups of which the North Shore Club is one. However, North Shore is "where the action is."

Purpose of all 4 organizations is to field qualified candidates for the Northampton, Mass. school, to fundraise, and to provide social contact for local alumnae.

Membership, open to any woman who attended Smith, is about 600 of whom 100 are "active." Four or five meetings each year.

Participation: None

Assessment: Those without degrees nearly invisible, but there are a few. Best to reach via multi-speaker panel which includes Northwestern re-entry for both undergraduate and graduate school.

Current President:

Chicago League: Sandra McPhee (Mrs. Jonathan T. McPhee)
602 Fifteenth St.
Wilmette 60091
Ph: 256-0078
First of two-year term.

North Shore: Sharon Dixon (Mrs. John Dixon)
656 Sheridan Road
Winnetka 60093
Ph: 441-5382
First of two-year term.

Organization: University Club

Profile: Membership open to any woman who is Northwestern faculty, staff, administration, or wife thereof. Purpose is to promote fellowship and Northwestern interests. 300 members of whom about 100-150 attend general meetings featuring Northwestern speakers. Ages concentrated between 40 and 60.

Participation: Sent 350 questionnaires; 39 returned; response rate 11%.

Assessment: Good group; as research shows, those with an existing affiliation are apt to seek out university's resources.

Current President: Fay Peterson
2200 Grey Ave.
Evanston 60201
Ph: 475-1691

Organization: Junior Auxiliary of the Women's Club of Wilmette

Profile: 102 members; ages 18-40, living within 30 mile range of Wilmette. Purpose is to promote charitable and social enterprises. 60 members usually attend monthly meetings, October-May.

Participation: None

Assessment: Keep in touch. Program appearance could be valuable, especially if audience could include Sr. Women's Club membership.

Current President: Julie Oseland
36 Elm St.
Glenview 60025
Ph: 729-1547

Office: 10th and Greenleaf
Wilmette 60091
Ph: 251-0527

Organization: The Junior Auxiliary of the Winnetka Women's Club

Profile: Social service organization whose members must have lived for one year in the New Trier Township school district and be between the ages of 19 and 39. 146 members meet monthly; average attendance about 95.

Participation: None

Assessment: We struck out; not sure why.

Current President: Beth Reed

901 Higginson Lane
Winnetka 60093
Ph: 441-6442

Office: 485 Maple Ave.
Winnetka 60093
Ph: 446-1830

Organization: Young Women's Auxiliary of the Evanston Women's Club

Profile: Women, ages 18 to 38, who live in Evanston or the surrounding area, joined together for social, philanthropic and volunteer purposes. Slightly more than half the 165 membership lives in Evanston. Meets in monthly luncheons, September through May. Average attendance is 75. After age 38, move up to Women's Club of Evanston.

Participation: Sent 130 questionnaires; 22 returned; response rate 17%.

Assessment: Good group to follow up.

Current President: Virginia Hotaling (Mrs. Jack R. Hotaling)
639 Forest Rd.
Glenview 60025
Ph: 729-1856

Office: 1702 Chicago Ave.
Evanston
Ph: 475-3800

Organization: Northbrook Women's Club

Profile: Philanthropic, service and social organization for women living in the Northbrook area. 140 members, all ages. Meets monthly, September through May. Average attendance between 70 and 90.

Participation: Sent 140 questionnaires; 1 returned; .7% response rate.

Assessment: Disappointing

Current President: Jan Metzger
2531 Crabtree Lane
Northbrook 60062
Ph: 272-7291

Organization: Chicago Wellesley Club
North Shore Circle

Profile: Chicago Wellesley Club is the umbrella for 3 Wellesley Alumnae groups, of which North Shore is the largest and most active.

Circle has membership of about 180-200.

Participation: None

Assessment: Like other "Seven Sisters," non-graduates are not easily discovered. Perhaps could recruit by inviting all 7 alumnae groups to an undergraduate admissions program.

Current President: Chicago Wellesley Club: Patricia Thomas
411 N. Wheaton Ave.
Wheaton 60187

North Shore: Jane Lahey
150 Abingdon
Kenilworth 60043
Ph: 251-7661

Organization: Women's Educational Aid Association

Profile: Support group which offers assistance to young women attending NU.

Participation: None

Assessment: Planning ahead, might they be encouraged to offer financial aid to returning NU dropouts?

Organization: North Shore Young Mothers Club

Profile: Special interest group for mothers of children younger than 9. Focus now "less on members as mothers, more on members as women."

	Most of the 38 members live in Wilmette, are between 25 and 40, and join after attending two meetings.
Participation:	None
Assessment:	Described selves as "all college graduates"
Current President:	Diane Capitani 219 Central Wilmette 60091 Ph: 256-0490

NORTHWESTERN UNIVERSITY
EVANSTON, ILLINOIS 60201

THE PROGRAM ON WOMEN

Dear Friend:

If you think women older than twenty-five who can meet Northwestern University admissions standards should be encouraged to apply, here's your chance to say so. By completing the attached questionnaire, you will help us at the Program on Women speak for you to influence undergraduate admission policy at this university.

While Northwestern does admit qualified older women who earlier did not complete a bachelor's degree, so far it has done little to seek them out, thus appearing to continue its reputation for not really welcoming their attendance. However, the Program on Women, a university sponsored office founded in 1975 to address issues of concern to women both on and off campus, has been assured that if we can document the existence of such candidates, Northwestern will be prompted to serve them more fully than is presently the case.

We ask you to take the time necessary to reply. There are no "right" or "wrong" answers and we will respect the confidentiality of your responses. What matters most is that you reply candidly and completely and that you return the questionnaire within ten days of its receipt.

Our ability to affect this improvement relies upon <u>your</u> cooperation. By completing the questionnaire, you will help to define the demand for back-to-school opportunities and assist us in our efforts to stimulate Northwestern's positive response.

Sincerely,

Arlene K. Daniels

Arlene Kaplan Daniels
Director
Program on Women

P.S.: If you have received this questionnaire in the mail, we want you to know that your name came to us either from Alumni Office records or from one of several membership lists of women's organizations whose boards of directors authorized their one-time-only use. Since such organizations have a high proportion of college graduates, it is likely that you have a degree. If so, please pass this on to a friend who may not.

Returning to College _____(1-4)

1. Have you ever thought about going back to school because you did not begin or did not complete a bachelor's degree?
   1 ☐ Yes 2 ☐ No 8 ☐ Already have B.A. (If you already have a B.A., skip to #13.) 5/

2. Are you a former Northwestern student? 1 ☐ Yes 2 ☐ No 6/

3. If you did begin college, how many years did you complete?
   1 ☐ Less than one year 2 ☐ One year 3 ☐ Two years 4 ☐ More than two years 7/

4a. Has not having a bachelor's degree kept you from doing anything you wanted to do?
   1 ☐ Yes 2 ☐ No b. If yes, please explain. 8/9/

5. How important have the following factors been in keeping you from returning to school?

	1 Very Important	2 Somewhat Important	3 Uncertain	4 Not Very Important	5 Not At All Important	
a. Qualifications	☐	☐	☐	☐	☐	10/
b. Finances	☐	☐	☐	☐	☐	11/
c. Scheduling	☐	☐	☐	☐	☐	12/
d. Commuting	☐	☐	☐	☐	☐	13/
e. Children too young	☐	☐	☐	☐	☐	14/
f. Family approval	☐	☐	☐	☐	☐	15/
g. Concern about personal ability	☐	☐	☐	☐	☐	16/
h. Your age	☐	☐	☐	☐	☐	17/
i. Difficulty in arranging childcare	☐	☐	☐	☐	☐	18/
j. Other (please specify)	☐	☐	☐	☐	☐	19/

6a. Have you ever thought about applying to or returning to Northwestern?
   1 ☐ Yes 2 ☐ No b. If no, please explain. 20/21/

7a. Have you ever applied to Northwestern? 1 ☐ Yes 2 ☐ No 22/

b. If yes, were you: 1 ☐ Strongly discouraged 2 ☐ Somewhat discouraged 23/
   3 ☐ Both discouraged and encouraged 4 ☐ Strongly encouraged 5 ☐ Somewhat encouraged

c. Please explain any yes answers. 24/

8. Is your ability to return to school contingent upon the availability of part-time study? 1 ☐ Yes 2 ☐ No 25/

9a. Is your choice of a college or university influenced by the existence on campus of a program for returning students? 1 ☐ Yes 2 ☐ No b. If yes, please explain. 26/27/

10a. Would you like to be able to enroll in a course without first having to enroll in a degree granting program even though your ultimate goal is to work toward a degree?
   1 ☐ Yes 2 ☐ No b. If yes, please explain. 28/29/

30/9

11a. Would you choose Northwestern over another college or university? 1 ☐ Yes 2 ☐ No

b. Please explain the reasons for your choice. 31/32/

12. How important are the following in your desire to obtain a bachelor's degree?

	1 Very Important	2 Somewhat Uncertain	3 Uncertain	4 Not Very Important	5 Not At All Important	
a. Personal enrichment	☐	☐	☐	☐	☐	33/
b. Preparation for advanced degree	☐	☐	☐	☐	☐	34/
c. Salaried employment	☐	☐	☐	☐	☐	35/
d. Volunteer career	☐	☐	☐	☐	☐	36/
e. Other (please specify)	☐	☐	☐	☐	☐	37/

13. If you do have a bachelor's degree, do you want to pursue:

a. A second bachelor's degree in another field? 1 ☐ Yes 2 ☐ No 38/

b. Graduate School 1 ☐ Yes 2 ☐ No 39/

c. Other (please specify) 40/

14. Would you like to come to a meeting with other women who are considering returning to school?
1 ☐ Yes 2 ☐ No 41/

Thank you for completing this questionnaire thus far. Now we would like to ask you some background questions about yourself. Additional comments you wish to make may be written below and on the back of the questionnaire.

15. Marital Status: 1 ☐ Never Married 2 ☐ Married 3 ☐ Separated 4 ☐ Divorced 5 ☐ Widowed 42/

16. Date of birth _____ 43/44/
Year

17. Occupation: _____ 45/

18. Do you have any children at the following age levels:

	Yes	No	
Baby or Toddler (0-2 years)	1 ☐	2 ☐	46/
Preschooler (3-5 years)	1 ☐	2 ☐	47/
Primary school age (Grades Kindergarten-8)	1 ☐	2 ☐	48/
Secondary school age (Grades 9-12)	1 ☐	2 ☐	49/
Post-secondary school age	1 ☐	2 ☐	50/

19. Name _____

Address _____

_____ 51/52/

20. Please check here if you would like to have your name added to the Program on Women mailing list. ☐

53/9

DETAILED FINDINGS

All tables, except where indicated, are based upon 329 women surveyed who do not have a baccalaureate degree but who have thought about attending college to obtain one.

QUESTION 1: HAVE YOU EVER THOUGHT ABOUT GOING BACK TO SCHOOL BECAUSE YOU DID NOT BEGIN OR DID NOT COMPLETE A BACHELOR'S DEGREE?

	NUMBER	PERCENT
Yes	329	89.4
No	39	10.6
Total	368	100.0

89.4 percent of all women surveyed who do not already have a bachelor's degree have thought about returning to college to get their degree.

QUESTION 2: ARE YOU A FORMER NORTHWESTERN STUDENT?

Yes	72 *	22.2
Yes (Evening Division)	24	7.4
Yes (Summer School)	4	1.2
No	225	69.2
Total	325	100.0

About one-quarter of those surveyed (22.2%) had at one time attended Northwestern as full-time day students.

Another 8.6% of the sample had attended classes in the Evening Division or the Summer School.

* NOTE: The seventy-two women who are former Northwestern students have only to show they left in good standing to re-register; they do not have to re-apply for admission.

QUESTION 3: IF YOU DID BEGIN COLLEGE, HOW MANY YEARS DID YOU COMPLETE?

	NUMBER	PERCENT
Less than one year	43*	14.1
One year	63	20.7
Two years	104	34.2
More than two years	93	30.6
Total	303	99.6

77% of those who do not have baccalaureate degrees indicated that they had attended college.

Of those who did attend, 85.5% have completed one year or more.

Only forty-three women (14.1%) have had less than one year of college.

*NOTE: Current Northwestern policy would allow 85.5% (260 women) to re-enter either as transfer students pursuing a Northwestern degree or as Special Students pursuing a degree to be awarded by their former college or university. Those 14.1% (41 women) who have not completed a full year would, under present policy, be asked to do so at another institution before applying to Northwestern as transfer students.

QUESTION 4A: HAS NOT HAVING A BACHELOR'S DEGREE KEPT YOU FROM DOING ANYTHING YOU WANTED TO DO?

	NUMBER	PERCENT
Yes	108	34.5
No	203	64.9
Maybe	2	.6
Total	313	100.0

QUESTION 4B: IF YES, PLEASE EXPLAIN.

Held back from a particular career	53	56.4
Held back in a particular career	19	20.2
Lack of confidence, personal satisfaction	9	9.6
Held back from graduate school	8	8.5
Not sure	5	5.3
Total	94	100.0

More than one-third of these women said they have been held back by not having a baccalaureate degree.

Of those who felt not having a baccalaureate degree had been a real restriction and explained, more than one-half felt the lack of a degree had kept them from pursuing a particular career.

An additional 20% felt not having a degree had kept them from advancing in their careers.

QUESTION 5: HOW IMPORTANT HAVE THE FOLLOWING FACTORS BEEN IN KEEPING YOU FROM RETURNING TO SCHOOL?

("Very important" and "Somewhat important" responses combined.)

	NUMBER*	PERCENT**
Qualifications	97	33.1
Finances	169	55.4
Scheduling	232	77.4
Commuting	119	41.6
Children too young	137	47.6
Family approval	40	14.2
Concern about personal ability	129	43.9
Your age	96	32.7
Difficulty in arranging childcare	96	34.5
Other	57	17.3

* NOTE: Numbers add to more than sample and percentages add to more than 100% due to multiple responses.

** : Percentages may be based on different bases because respondents failed to answer every category.

QUESTION 6A: HAVE YOU EVER THOUGHT ABOUT APPLYING TO OR RETURNING TO NORTHWESTERN UNIVERSITY?

(Includes "making inquiry" based upon open-ended responses to 6A and 6B, combined.)

	NUMBER	PERCENT
Yes	227	71.8
No	89	28.2
Total	316	100.0

QUESTION 6B: IF NO, PLEASE EXPLAIN.

	NUMBER
Doesn't offer part-time study	4
Concern over entry requirements	14
Don't want evening classes	2
Northwestern is too expensive	19
Too far to travel	6
Uncertain about what courses to take	1
Total	46

71.8% of the respondents indicated they had thought specifically about applying or had made inquiry about applying to Northwestern.

Of those who explained why they had not considered Northwestern, the most commonly given reasons had to do with concerns over the entry qualifications and the high cost of tuition.

QUESTION 7A: HAVE YOU EVER APPLIED TO NORTHWESTERN?

(Includes "made inquiry" based on open-ended responses to 7A and 7C.)

	NUMBER	PERCENT
Yes	59	18.8
No	254	81.2
Total	313	100.0

QUESTION 7B: IF YES, WERE YOU STRONGLY DISCOURAGED, SOMEWHAT DISCOURAGED, BOTH DISCOURAGED AND ENCOURAGED, OR SOMEWHAT ENCOURAGED?

Somewhat or strongly discouraged	28	60.9
Both discouraged and encouraged	8	17.4
Somewhat or strongly encouraged	10	21.7
Total	46	100.0

20% of the respondents indicated they had inquired about or applied for admission to Northwestern.

60% of the women who inquired or applied said they were somewhat or strongly discouraged when they inquired about or sought admission.

21.7% said they were somewhat or strongly encouraged.

QUESTION 8: IS YOUR ABILITY TO RETURN TO SCHOOL CONTINGENT UPON THE AVAILABILITY OF PART-TIME STUDY?

Yes	279	89.1
No	34	10.9
Total	313	100.0

Nine out of ten women stated they could return to college only if a part - time study program were available.

QUESTION 9A: IS YOUR CHOICE OF A COLLEGE OR UNIVERSITY INFLUENCED BY THE EXISTENCE ON CAMPUS OF A PROGRAM FOR RETURNING STUDENTS?

	NUMBER	PERCENT
Yes	176	58.1
No	127	41.9
Total	313	100.0

QUESTION 9B: IF YES, PLEASE EXPLAIN.

Convenient schedule	24	23.1
Share common needs/experiences	36	34.6
Overall university support	18	17.3
Credit for Life Experience	4	3.8
Can retain earlier credits	5	4.8
Shows interest in me	4	3.8
Other	13	12.5
Total	104	99.9

Almost 60% of these women considered the existence of a Program for Returning Students influential in their college choice.

The responses as to why a Program for Returning Students would be important were both practical (e.g. 23.1% concerned about scheduling) and personal (e.g. 34.6% felt need to find others like themselves). These relationships are reclassified below.

Practical Considerations

Convenient Schedule	24	23.1
Credit for life experience	4	3.8
Can retain earlier credits	5	4.8
Total	33	31.7

Personal Considerations

Share common needs/experiences	36	34.6
Overall university support	18	17.3
Shows interest in me	4	3.8
Total	58	55.7

QUESTION 10A: WOULD YOU LIKE TO BE ABLE TO ENROLL IN A COURSE WITHOUT FIRST HAVING TO ENROLL IN A DEGREE-GRANTING PROGRAM EVEN THOUGH YOUR ULTIMATE GOAL IS TO WORK TOWARD A DEGREE?

	NUMBER	PERCENT
Yes	229	74.4
No	79	25.6
Total	308	100.0

QUESTION 10B: IF YES, PLEASE EXPLAIN.

Proceed at own pace (part-time)	18	12.2
Uncertain about what degree to pursue	18	12.2
Want to take courses of interest, not only to fill requirements	40	27.0
Test ability to do the work	44	29.7
Might encourage pursuing degree	2	1.4
Yes, if credit given later	7	4.7
Other	19	12.8
Total	148	100.0

Three-quarters of those who answered said they favored the opportunity to take a course before committing themselves to a degree program.

Of those who offered additional comments, 30% said such a course would enable them to test their ability to do college work. Another 12% said it would help them decide which degree to pursue. Two women suggested it might encourage them to enroll as degree candidates.

12% seem to have interpreted the existence of such a course to mean they could proceed at their own pace through part-time study.

27% seem to think such a course would allow them to explore subjects beyond those required in a degree program.

NOTE: The diversity of responses to question 10B suggests that Question 10A is somewhat ambiguous.

QUESTION 11A: WOULD YOU CHOOSE NORTHWESTERN OVER ANOTHER COLLEGE OR UNIVERSITY?

	NUMBER	PERCENT
Yes	203	65.7
No	89	28.8
Maybe	17	5.5
Total	309	100.0

QUESTION 11B: PLEASE EXPLAIN THE REASONS FOR YOUR CHOICE.

Yes, reputation and excellence	85	46.7
Yes, convenience of location and/or of particular course of study	77	42.3
Yes, previously enrolled	20	11.0
Total	182	100.0
No, other considerations	34	52.3
No, too expensive	23	35.4
No, dislike previous policies	8	12.3
Total	65	100.0

Two thirds of those who answered would choose Northwestern over another college or university. Of those women who explained their answer 58% had either been previously enrolled at Northwestern or cited its reputation for excellence. 42% cited convenience of location or the existence of a particular program.

Of the 29% who would not necessarily select Northwestern, slightly more than one-half said they would weigh other considerations such as the availability of a particular program, convenience, and entry requirements. 35% said Northwestern is too expensive. The remaining 12% cited previously discriminatory policies.

QUESTION 12: HOW IMPORTANT ARE THE FOLLOWING IN YOUR DESIRE TO OBTAIN A BACHELOR'S DEGREE?

(Very important and Somewhat important responses combined.)

	NUMBER*	PERCENTAGE**
Personal enrichment	295	93.1
Preparation for advanced degree	113	39.5
Salaried employment	157	54.3
Volunteer career	73	26.8
Other (Please specify)	7	n/a

* Numbers add to more than sample and percentages add to more than the 100% due to multiple responses.

** Percentages derived from slightly different bases because respondents failed to answer every category.

Personal enrichment, mentioned by 93%, is the most important motive for returning to school.

Salaried employment ranks second and was mentioned by a majority of the women.

Preparation for an advanced degree ranked third, at 40%.

QUESTION 13: IF YOU DO HAVE A BACHELOR'S DEGREE, DO YOU WANT TO PURSUE:

(Tables based on total sample of 873 women.)

A. A SECOND BACHELOR'S DEGREE IN ANOTHER FIELD?

	NUMBER	PERCENT
Yes	69	7.9
No	233	26.7
Maybe	17	1.9
No answer	551	63.1
Total	870	99.6

B. GRADUATE SCHOOL?

Yes	223	25.5
No	154	17.6
Maybe	35	4.0
No answer	458	52.4
Total	870	99.5

QUESTION 14: WOULD YOU LIKE TO COME TO A MEETING WITH OTHER WOMEN WHO ARE CONSIDERING RETURNING TO SCHOOL?

	NUMBER	PERCENT
Yes	194	62.0
No	99	31.6
Maybe	20	6.4
Total	313	100.0

Almost two-thirds said they would like to attend a meeting.

QUESTIONS 15 - 19: SEE CLASSIFICATION DATA BELOW.

QUESTION 20: PLEASE CHECK HERE IF YOU WOULD LIKE TO HAVE YOUR NAME ADDED TO THE PROGRAM ON WOMEN MAILING LIST.

68.4% of total response (873) checked box.

CLASSIFICATION DATA
(Questions 15-19)

QUESTION 15: MARITAL STATUS

	NUMBER	PERCENT
Never Married	17	5.1
Married	268	81.5
Separated	6	1.8
Divorced	21	6.4
Widowed	15	4.6
No answer	2	.6
Total	329	100.0

Eight out of ten women in this sample are married.

Of those 18.5% who are not married, 5.1% have never been married; 1.8% are separated, 6.4% are divorced, and 4.6% are widows.

QUESTION 16: DATE OF BIRTH (Reported here as age, by groups)

Age Group		
24 - 39 years	26	7.8
30 - 34 years	40	12.2
35 - 39 years	62	18.8
40 - 44 years	41	12,5
45 - 49 years	41	12.5
50 - 54 years	33	10.0
55 - 59 years	40	12.1
60 - 78 years	42	12.9
No answer	4	1.2
Total	329	100.0

51% of those without bachelor's degrees are between 24 and 44 years of age.

QUESTION 17: OCCUPATION

	NUMBER	PERCENT
Homemaker	164	49.8
Work outside home Full-time	103	31.3
Work outside home Part-time	38	11.6
Other	10	3.0
No answer	14	4.3
Total	329	100.0

This suggests that perhaps sixty percent of the respondents would be able to attend daytime classes on a part-time basis.

QUESTION 18: DO YOU HAVE ANY CHILDREN AT THE FOLLOWING AGE LEVELS?

	NUMBER	PERCENT
0 - 2 years	24	7.3
3 - 5 years	34	10.3
5 - 14 years	98	29.8
15 - 18 years	68	20.7
post high school	119	36.2

Of those women who have children enrolled in school, the largest number are those whose children are of elementary school age (5 - 14 years): 98.

Of those who reported their children's ages, 68 have children in high school, 34 have children between 3 and 5 years of age, and 24 have children 2 years or younger. Thus, daycare assistance or classes corresponding to the public school day may be helpful.

QUESTION 19: COMMUNITY OF RESIDENCE

ADDRESS	NUMBER	PERCENT
Chicago	29	8.8
Deerfield	10	3.0
Evanston	55	16.7
Glencoe	8	2.4
Glenview	19	5.8
Highland Park	9	2.7
Kenilworth	7	2.1
Lake Forest	15	4.6
Northbrook	18	5.5
Northfield	8	2.4
Skokie	14	4.3
Wilmette	30	9.1
Winnetka	39	11.9
Other	68	21.7
Total	329	100.0

49.5% of all respondents live in the North Shore suburbs of Evanston, Glencoe, Highland Park, Kenilworth, Lake Forest, Wilmette and Winnetka.

78.3% of all respondents live in the North Shore suburbs mentioned above and the surrounding suburbs of Deerfield, Glenview, Northbrook, Northfield, Skokie, and in Chicago.